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This newsletter presents up-to-date information on collective bargaining developments across Europe since February 2008. It aims to facilitate information exchange between trade unions and to support the work of the ETUC's collective bargaining committee.



AMSTERDAM INSTITUTE FOR ADVANCED LABOUR STUDIES
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Austria

Survey reveals work pressure in health sector

May 13, 2010

A survey by the Lower Austrian Chamber of Labour reveals the extent to which health workers' well-being is under threat from stress and long hours. The survey of around 33,000 employees found one in five were emotionally exhausted while 27% worked 12-14 hours a day. Some 40% of employees worked more than 40 hours a week even though only 1% had agreed to work such long hours. The Chamber of Labour and services union VIDA have called for action on health sector working conditions in order to help boost recruitment; currently there are around 6,000 vacancies nationwide (See also this *Collective Bargaining Newsletter* Year 3 March 2010).

English: <http://www.epsu.org/cob/365>;

German: <http://www.vida.at/servlet/ContentServer?pagename=S03/Page/Index&n=> .

Belgium

Carrefour Belgium and unions reach agreement

May 28, 2010

Following several months of negotiations and many strikes, a draft agreement is on the table between Carrefour Belgium and the SETCA-BBTK, CNE-CSC, and LBC-NVK unions. In the unions internal processes of consultation are on their way for its adoption. Whereas Carrefour initially intended to close or franchise 28 stores, 12 have been rescued with 900 jobs; 16 supermarkets will be transferred to the Belgian chain Mestdagh. There will be no forced lay-offs. The collective agreement specific to Carrefour Hypermarkets, that is more advantageous for the workers, will be respected. Also, the necessary savings on the company side will be realised without questioning existing social achievements. For the next six years, the employer will guarantee a minimum number of jobs, including penalties for non-compliance (See also this *Collective Bargaining Newsletter* Year 3 February and April 2010).

English: <http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homeEn>

Non-profit sector workers mobilize for 8 June

May 13, 2010

Unions organising workers in the non-profit sector have called for a major national demonstration on 8 June in protest at the failure of the federal, community and regional governments to undertake meaningful negotiations. The unions are calling for a range of measures to improve purchasing power and employment conditions and increase employment in a sector that delivers a range of health and social services (See also this *Collective Bargaining Newsletter* Year 3 April 2010).

English: <http://www.epsu.org/cob/365>;

French: <http://www.setca.org/News/Pages/lenonmarchandpassealaction.aspx>;

Dutch: <http://www.bbtk.org/nieuws/Pages/DeSocialProfitgaattotactieover.aspx>

Bulgaria

Government frustrates anti-crisis package

May 24, 2010

In February 2010, the Confederation of Independent Trade Unions (CITUB) and the Confederation of Labour Podkrepa expressed their discontent with the implementation of the government's anti-crisis programme. They initiated negotiations with the six representative employer organisations, and in March the social partners submitted a package of 50 short-term anti-crisis measures to the government. On March 30, subsequent negotiations in the National Council for Tripartite Cooperation (NCTC) ended up in an agreement on 59 anti-crisis measures. The 60th measure was proposed by the government covering that the employer would pay for the first two days of sick leave and that the third day would be at the expense of the employee. The trade unions opposed this proposal, claiming that it violates the social rights of employees. In late April, the government frustrated the partnership just created when it tried to implement the 60th measure unilaterally and also proposed new measures for unused paid leave. This move generated fierce opposition by the trade unions.

English: <http://www.eurofound.europa.eu/eiro/2010/04/articles/bg1004019i.htm>

Denmark

Unions greet longer working hours' plan with scepticism

May 14, 2010

The Social Democrats and Socialist People's Party (SF), two major opposition parties, have launched a proposal to increase the regular working week from the current 37 hours to 38. They believe the

move can inject billions extra into the state budget. Along with the expected opposition from other political parties, the idea was also greeted with scepticism by the Danish Confederation of Trade Unions (LO). Also, Thorkild E. Jensen, the president of Danish Metal Workers Union (Dansk Metal), said: "I can't see that we'll go along with increasing the working week by an hour for all employees".

English: [http://www.cphpost.dk/news/politics/90-politics/48980-proposal-to-add-hour ...](http://www.cphpost.dk/news/politics/90-politics/48980-proposal-to-add-hour...)

Finland

Last minute agreement reached in food industry

May 25, 2010

The food industry strike threatening to start at midnight Monday 24 May was averted literally at the eleventh hour when both employees' and employers' unions accepted the mediation proposal of Esa Lonka, the country's national conciliator. The Finnish Food Workers' Union (SEL) only barely approved the final proposal by 17 votes to 16. The new collective agreement is to remain in force until the end of March 2014, and includes a wage increase in the first year of 1.5%, to be implemented by 1 June 2010 and 1 October 2010. Index-related pay hikes will follow. In addition, the system of seniority rights will be improved. The agreement covers the bakery, meat processing, dairy, food industry, and beer and beverage branches. SEL's chairman Veli-Matti Kunttonen considered the new agreement "an achievement regarding the proposed working time deteriorations," adding: "The outcome is below what we were set out to reach, but even within this context there is some improvement" (See also this *Collective Bargaining Newsletter* Year 3 April 2010).

English: message of EUCOBAN network of EMF / EFFAT / ETUF-TCL / EMCEF;
[http://www.helsinkitimes.fi/htimes/domestic-news/business/11183-finnish-food-industry ...](http://www.helsinkitimes.fi/htimes/domestic-news/business/11183-finnish-food-industry...);
[http://www.yle.fi/uutiset/news/2010/05/food_industry_strike_cancelled_deal_reached ...](http://www.yle.fi/uutiset/news/2010/05/food_industry_strike_cancelled_deal_reached...)

Bus drivers to strike in defence of agreement

May 19, 2010

Around 1,000 members of the JHL and JYTY trade unions planned strike action on Thursday 20 and Friday 21 May in protest at the plans of Helsingin Bussiliikenne Oy, the City of Helsinki bus company, plans to unilaterally pull out of the company collective agreement. If this happens then workers would be covered by the sectoral agreement and they would lose a range of allowances where the company agreement provides better pay than the sectoral agreement. The unions are also concerned about the company imposing new rules on shift work that would give workers less control over their shift patterns. (See also this *Collective Bargaining Newsletter* Year 3 April 2010).

English: <http://www.epsu.org/cob/365>; <http://www.jhl.fi/uutinen/7069>

Nurses' union in overtime ban

May 13, 2010

The TEHY nurses' union is running an overtime ban to put pressure on municipal employers to allow the union a greater role in collective bargaining. The union is ensuring that patient safety is not jeopardised and says that the action is having an impact on patient waiting times. The current collective agreement was negotiated in 2007 and runs until 2011. A conciliation process has begun on 17 May.

English: <http://www.epsu.org/cob/365>;
[http://www.yle.fi/uutiset/news/2010/05/nurses_job_action_closes_two ...](http://www.yle.fi/uutiset/news/2010/05/nurses_job_action_closes_two...);
Finnish: <http://www.tehy.fi/?x1536574=18337290>

France

Massive strikes against pension reform plans

May 27, 2010

Tens of thousands of workers, mainly from the public sector, staged a show of force on May 27 against President Sarkozy's plans to make the French work a couple of years more before retirement. Strikes delayed flights and commuter services as well as closing schools, and according to the organising unions the 176 protest manifestations across the country were attended by about one million people. The target of the protest day was the goal of the Sarkozy administration, confirmed this week, of raising the retirement age from 60 to 62 or 63. The socialist opposition has sided with the unions in rejecting any compromise. They are arguing that, despite France's huge debts and Europe's financial crisis, retirement at 60 is a precious right that especially protects manual workers.

English: <http://www.timesonline.co.uk/tol/news/world/europe/article7138112.ece>;
<http://www.cbc.ca/world/story/2010/05/27/french-retirement-age-strikes.html>
French: <http://www.cgt.fr/spip.php?article37408>

Municipal police plan strike action on 1 June

May 13, 2010

In the face of government failure to negotiate, six trade unions (affiliated to CGT, CFDT, FO, FA-FPT, UNSA and CFTC) representing municipal police have called for a day of strike action and demonstrations in key cities across France. Among the union demands are regradings for a number of occupations and a recognition of the hardship and risks faced by the police.

English: <http://www.epsu.org/cob/365>;

Germany

Agreement over restructuring at Opel

May 22, 2010

The management of General Motors' European unit Opel and European unions have reached agreement over the company's restructuring plan, aimed at getting the ailing company back into the black and at convincing the German government to free up state guarantees. The unions at Opel agreed to a series of cuts that would amount to Euro 265 million per year through 2014. The bulk of the money will come from salary freezes, reduced bonuses and holiday pay, and some layoffs that will eliminate just over 8,000 of Opel's 50,000-member workforce in Europe. It is suggested that about half of those cuts would come at the German factory in Rüsselsheim. For their part in the restructuring plan, Opel employees have been promised shares of profits and protection against further job cuts. "This European framework contract and the specific agreements in each country, including Germany, are important steps along the way to a new and successful company," Opel chief executive Nick Reilly told a press conference. He spoke alongside Klaus Franz, head of GM Europe's works committee. A formal signing of the accord was expected in the coming days, Reilly said.

English: <http://www.dw-world.de/dw/article/0,,5599186,00.html>;
<http://www.thelocal.de/money/20100521-27351.html>

Minister tries to block care sector minimum wage

May 13, 2010

Services union ver.di has reacted angrily to attempts by economics minister Rainer Brüderle of the FDP to block the introduction of a minimum wage to cover the 800,000 workers in the care sector ("Pflegemindestlohn"). Ver.di had already managed to get agreement from the employers for minimum rates of Euro 8.50 an hour in the West and Euro 7.50 an hour in the East. Before the intervention of Brüderle, CDU labour minister Ursula von der Leyen had indicated that it would be possible to implement legislation soon so that the rates could be in force from 1 July (See also this *Collective Bargaining Newsletter* Year 3 March 2010).

English: <http://www.epsu.org/cob/365>;
German: <http://gesundheit-soziales.verdi.de/branchenpolitik/pflegeeinrichtungen>

Unions and employers agree to talks on waste sector minimum wage

May 13, 2010

As from 1 January 2010 employees in the waste sector including street cleaning workers have been covered by a legal sectoral minimum wage set at Euro 8.02 an hour until 31 October 2010. Services union ver.di has won agreement from the BDE private sector employers' and the VKA municipal employers' organisations to discuss how to maintain the minimum beyond 31 October 2010.

English: <http://www.epsu.org/cob/365>;

German: <http://presse.verdi.de/pressemitteilungen/showNews?id=adb0f0ac> .

Greece

Unions plan to focus action on pension reform

May 28, 2010

According to the president of the main private sector confederation GSEE, the unions will strike in June to protest pension reform. Moreover, they are trying to mobilise workers across Europe to take joint action against austerity measures. The unions want the strike to coincide with the debate of the pension bill in parliament. "We will certainly strike against the pension reform as the bill is discussed in parliament. We'll be pushing until the end to prevent the worse," GSEE president Yannis Panagopoulos said. Parliament is expected to vote on the pension bill, which raises the retirement age and curtails early pensions, sometime in June ; the pension bill is part of a Euro 110 billion EU/IMF rescue deal agreed in May.

English: <http://in.reuters.com/article/idINIndia-48874320100528> via
http://www.labourstart.org/cgi-bin/show_news.pl?country=Greece

Hungary

Union to sue airline company

May 24, 2010

The United Union of Aviation Workers has announced to ask the chief prosecutor and the Hungarian Financial Supervisory Authority to prosecute Malév Hungarian Airlines in the case of the missing HUF 812 million (Euro 2.9 million). In June 2009 PriceWaterhouseCoopers (PwC) refused to comment on the company's 2007 annual report, stating that Malév had paid this amount to a charter company without proving the delivery of services. PwC did not receive any certificates as to ascertain these expenses. Malév (re-nationalised in February 2010) said that Martin Gauss, the company CEO started to screen in 2009 as to explore past unfavourable contracts, and in March 2010 made a complaint at the National Bureau of Investigation (See also this *Collective Bargaining Newsletter* Year 3 April 2010).

English: Máté Komiljovics, union correspondent

Unions oppose liquidation of state company

May 17, 2010

In manifestations scheduled for 17 and 18 May, the Hungarian Union of Mining and Energy Industry Workers (BDSZ) and the Federation of Trade Unions in the Electric Energy Industry (EVDSZ) will turn out hundreds of workers and supporters to preserve the Vértés Power Station in northwestern Hungary. The electric generation plant, and adjoining coal mine, both subsidiaries of Hungarian Power Companies Ltd. (MVM), are in jeopardy. In a joint declaration by BDSZ President Ferenc Rábi and EVDSZ President Gál Rezso, the two national Hungarian trade union leaders said the decision to place immediate closure on the agenda of the 17 May board meeting has come without providing the necessary information to local trade unions. The threat of liquidation of Vértés, they argue, could mean the loss of 2,500 to 3,000 jobs in the region.

English: [http://www.icem.org/en/78-ICEM-InBrief/3783-Hungary's-Electric-Mining ...](http://www.icem.org/en/78-ICEM-InBrief/3783-Hungary's-Electric-Mining...)

Ireland

Union encourages 'fair hotels' campaign

May 27, 2010

SIPTU, the country's largest union, has launched an initiative aimed at encouraging workers to use hotels which offer agreed levels of pay and conditions to staff for family holidays, short breaks, conferences and meetings. More than 40 hotels which recognise trade unions for collective bargaining and which have signed agreements governing terms and conditions for workers have been set out in the "fair hotels" campaign. Speaking at the launch, president of SIPTU and the Irish Congress of Trade Unions (ICTU), Jack O'Connor, said unions which have endorsed the campaign would be giving their business for conferences and meetings to hotels in the new scheme. The campaign is supported by the UIF, the federation of food, farm and hotel workers worldwide.

English: <http://www.irishtimes.com/newspaper/ireland/2010/0526/1224271144004.html>;
<http://cms.iuf.org/?q=node/392>

Union decides to recommend acceptance of agreement

May 24, 2010

Following a key court ruling and further clarification from the Labour Relations Commission (LRC), the executive of the IMPACT public service union has decided that it will recommend its members to accept the public service ("Croke Park") agreement proposed by the government. The court ruled that important parts of an existing agreement covering performance management, outsourcing guarantees, premium pay rates and other issues would continue to be valid. The LRC also confirmed that unions would be fully consulted over the implementation of redeployment and restructuring under the public service agreement. The SIPTU general union had already indicated support for the agreement and is currently consulting members while the CPSU civil service union had recommended that its members vote to reject the "Croke Park" agreement. In an effort to win support for the pay deal, the government decided not to proceed with any pension reforms until after December 2014, when the agreement runs out. Increases in pensions for retired public sector workers are linked to salary rises in their previous post. The government indicated it was going to look at linking public sector pensions to the cost of living (See also this *Collective Bargaining Newsletter* Year 3 April 2010).

English: <http://www.siptu.ie/PressRoom/NewsReleases/2010/Name,11513,en.html>;
<http://www.independent.ie/national-news/fg-wont-honour-pension-uturn-in-croke-park ...>

Netherlands

Basic agreement reached on pension age

May 29, 2010

The main employers federations and union confederations have reached a basic national agreement on increasing the pension age, a main issue of disagreement between employers, unions and government in 2009. The new accord provides for lifting the current age for state and company pensions (which, unlike the current situation, will be linked) from 65 to 66 years by 2020. Depending on the general life expectancy, each next five years the pension age will be revised again. Individual earlier retirement remains possible, but will cost 6.5% per year. State pensions will no longer be based on negotiated but on real wages. The trade union constituencies still have to be balloted over the agreement, most likely via polling all members. The accord may play a role in the formation of a new government after the 9 June parliamentary elections. A number of political parties have welcomed the agreement, though the centre-right parties made some reservations and the Socialist Party (SP) opposes each increase of the retirement age (See also this *Collective Bargaining Newsletter* Year 2 July-August, September, October and November 2010).

Dutch: *De Volkskrant*, May 29, 2010; *NRC-Handelsblad*, May 29, 2010

Positive outcomes of dragging local government conflict

May 17, 2010

Under pressure of continuous strikes of the cleansing departments of main cities, the three unions involved - AbvaKabo FNV, CNV Publieke Zaaak and CHMF - succeeded in negotiating a new two years' basic collective agreement in local government, backdated from 1 June 2009 to 31 May 2011. Generally the agreement is regarded as a victory for the unions. The employers long stuck to a pay freeze, whereas the unions demanded a structural 3% increase for two years. For 2010, one-off payments of in total 1.5% have been agreed; the end-year payments of 2010 and 2011 will be lifted by 0.5%, with the minimal amount for the lowest pay scales increased from Euro 836 to Euro 1,750. In 2011, a structural increase of 0.5% has been agreed, whereas unions and employers will discuss later whether an additional structural increase of 1.0% can be added. Both the union membership and the municipalities are balloted. Unions are optimistic that their constituency will accept the agreement, but a spokeswoman of the organisation of Dutch municipalities (VNG) was less sure about the employers' outcome (See also this *Collective Bargaining Newsletter* Year 2 December 2009 and Year 3 January, February, March and April 2010).

Dutch: *De Volkskrant*, May 17, 2010;

http://www.abvakabofnv.nl/PDF/3944/186363/Principe_akkoord_Cao_Gemeenten_2009-2011.pdf

Portugal

Thousands protest against austerity cuts

May 29, 2010

Tens of thousands marched in Lisbon on Saturday 29 May against the government's austerity measures. The president of the Confederation of Portuguese Workers (CGTP), Manuel Carvalho da Silva said that the confederation is planning to escalate protests against the financial cutbacks, but he left the option open of calling a general strike, stating: "We are committed to all the forms of resistance the constitution allows, and will decide on their timing and form depending on the government's actions." Carvalho da Silva called the government's measures "false solutions, not inevitable and profoundly wrong political options".

English: <http://www.reuters.com/article/idUSLDE64S0GK20100529?type=marketsNews> via http://www.labourstart.org/cgi-bin/show_news.pl?country=Portugal

Romania

Protests against cuts in pay and benefits

May 23, 2010

The government has announced that it wants to make deep cuts in public spending in 2011 to avoid having to call on the IMF (International Monetary Fund) for further loans. Resulting from the letter of intent between the IMF and the government, the total public sector pay bill should be cut by 25% from 1 June 2010 on, the minimum wage also by 25%, and pensions and unemployment benefits both by 15%. In the list of government proposals are also the firing of 250,000 people, the closing of 200 hospitals and scores of schools, and the "flexibility" of the Labor Code in order to facilitate the massive layoffs. The first to take the streets were pensioners, on 12 May. On 17 May they were followed by mothers with babies, who will see their maternity benefits cut by 25%. A protest on 19 May organised by the main five union confederations according to the organizers brought 70,000 people in front of the government building in Bucharest. Four major unions have issued warnings for a general strike beginning 31 May. The five confederations proposed a package of measures that would reduce the social effects of the crisis, among other things the establishment of the minimum wage of 705 lei as a measure to reduce tax evasion.

English: <http://www.ipsnews.net/news.asp?idnews=51543>;
<http://perc.ituc-csi.org/spip.php?article406>

Spain

Deadline for tripartite talks extended

May 29, 2010

The deadline for tripartite talks with union confederations and employers' organisations on a much-anticipated labour market reform has been extended another week from the end of May, the Labour Ministry confirmed on Saturday. It earlier said that if it could not reach a deal on streamlining the labour market through a three-way agreement by the end of the month, it would pass a bill unilaterally. In an earlier stage bilateral talks among social partners broke down. A spokesman for UGT, the second largest union confederation, explained: "There's a fundamental difference in vision between the two sides."

English: <http://in.reuters.com/article/idINIndia-48904520100529>;
<http://www.reuters.com/article/idUSLDE64R15O20100528?type=marketsNews>

Unions react angrily on public sector pay cuts

May 13, 2010

Public service federations FSC-CCOO and FSP-UGT have attacked the government for its sudden announcement of deep public spending cuts. The government wants to cut pay by 5% this year and have a pay freeze in 2011. Most pensions will be frozen and a range of other measures will add up to Euro 5 billion of cuts this year and Euro 10 billion in 2011. Unions are angry at the way the government has broken agreements with the unions and wants to force public sector workers to suffer cuts in pay and pensions because of the pressure of the international financial markets.

English: <http://www.epsu.org/cob/365>;
Spanish: http://www.fspugt.es/El_Gobierno_anuncia_recortes.htm

Sweden

Union calls strike of forest workers

May 25, 2010

GS, the union for the forestry, wood and graphical industries, has decided to begin strike action in the forest industry on 1 June, following no progress in the negotiations with the employers' organisation SLA on the collective agreement, expiring 31 May and covering 3,000 workers. The key issue for the union is the definition of workers in forestry which, if the employers get their way, will lead to widespread casualisation. Employers may then hire any individual as a so-called "individual entrepreneur." "This is absolutely unacceptable, it affects our members' future," said Tommy Andersson, GS vice-president.

English: <http://www.bwint.org/default.asp?Index=2742&Language=EN>

Local government workers get 3.5% over two years

May 13, 2010

Around 100,000 white collar workers in local government, members of the SKTF union, are covered by a new two-year agreement that runs from 1 April 2010 to 30 April 2012. Pay can rise by 2% in 2010 and 1.5% in 2011 but there are no individual guarantees. Parental leave is increased from three to five months.

English: <http://www.epsu.org/cob/365>;
Swedish: https://www.sktf.se/Templates/Page____35921.aspx

New two-year agreement in energy sector

May 13, 2010

The SEKO services union has agreed a two-year deal with the EFA energy employers' association that will see salaries increase by 3.7% for the 3,500 workers covered by the agreement. The deal includes setting minimum wages for 18-year-olds but also for skilled workers with two and five years' experience. The minimum monthly wage for 18-year-olds will be SEK 17,288 (Euro 1,790) in 2010

rising to SEK 17,738 (Euro 1,840) in 2011.

English: <http://www.epsu.org/cob/365>;

Swedish: [http://www.seko.se/Aktuellt/Nyheter/2010/Maj/Avtal-klart-for-3-500-anstallda-i- ...](http://www.seko.se/Aktuellt/Nyheter/2010/Maj/Avtal-klart-for-3-500-anstallda-i-...)

Engineering employers terminate cooperation agreement

May 2, 2010

On 29 April, the Association of the Swedish Engineering Industries terminated the Cooperation Agreement on Industrial Development and Wage Formation, reached between employer associations and unions in March 1997 and aiming at promoting industrial development, profitability and competitiveness. The termination was announced out of the blue at a press conference by the CEO of the Association of the Swedish Engineering Industries, Anders Narvinger, and his head of bargaining, Anders Weihe. The president of the IF Metall union, Stefan Lofven, commented: "We are surprised and consider this as strange behaviour. This is not what the Swedish industry is asking for right now. It creates uncertainty about wage formation in the industry playing a leading role in the national bargaining procedures". While terminating the agreement, the employers' association announced to remain open for discussions. According to Anders Weihe, "A more rational approach to wage formation is needed". What this rational approach includes is yet unclear, though from the side of IF Metall it is assumed that more decentralisation is central.

English: message of EUCOBAN network of EMF / EFFAT / ETUF-TCL / EMCEF

United Kingdom

Unite union plans further strikes at BA

May 30, 2010

After returning to work on Saturday, part of British Airways (BA) cabin crew started a next five-day stoppage on Sunday 30 May, after talks between the airline and the Unite union ended without an agreement. A third five-day strike is due to start on 5 June. On Friday 28 May, conciliation service Acas said talks had been adjourned and it would now try to arrange new negotiations. Unite has announced it will call off the industrial action if the airline restores travel concessions to staff who previously went on strike. Unite joint general secretary Derek Simpson said his union was prepared to meet with BA "anytime, anyplace" to negotiate, but was concerned that BA's CEO Willie Walsh was content to let the strikes continue without any attempt to resolve the dispute because he wants to "punish" the workforce.

English: <http://news.bbc.co.uk/2/hi/business/10188958.stm>;

http://www.unitetheunion.com/news__events/latest_news/unite_ba_strike_update_-_day.aspx

Council uses code to tackle two-tier workforce

May 13, 2010

UNISON's Bargaining Update reports that Sheffield city council in the north west of England has clarified to private contractor Chartwells that it must be all its staff working on the Sheffield school meals contract the same rates as those transferred from the Council in 2001. A Workforce Code of Practice was negotiated by unions, employers and the government in order to prevent the spread of a two-tier workforce in public sector contractors. The city council admits that the Code of Practice should have been applied when the contract was signed three years ago.

English: <http://www.epsu.org/cob/365>; <http://www.unison.org.uk/bargaining/index.asp>

Union wins court victory over redundancy scheme

May 13, 2010

The PCS civil service union has won a major legal victory against the government. The High Court ruled that changes to the civil service redundancy scheme were invalid because they had not been agreed with the union. The union said that the changes would have meant substantial cuts for civil servants taking redundancy or early retirement. It has called on the new government to negotiate

over the scheme (See also this *Collective Bargaining Newsletter* Year 2 December 2009; Year 3 February and April 2010).

English: <http://www.epsu.org/cob/365>;
[http://www.pcs.org.uk/en/news_and_events/news_centre/index.cfm/id/ ...](http://www.pcs.org.uk/en/news_and_events/news_centre/index.cfm/id/...)

Pay freezes in private sector show clear downward trend

May 4, 2010

New figures published in the Labour Research Department's Workplace Report, based on LRD's database of negotiated settlements, show that pay freezes in the private sector have begun on a clear downward trend, while pay medians (midpoints) are slowly rising. According to LRD, the median negotiated pay increase in the three months to April 2010 was 2%, with pay freezes forming only 17% of pay settlements. One quarter of private pay deals were being agreed at 3% or more. For the whole economy pay freezes made up 16% of settlements, the first time this proportion has dipped below 20% since August 2009. "While we may not have seen the back of pay freezes just yet, there is likely to be greater pressure on all employers to settle for a positive increase as pay medians begin to rise", said LRD's pay and conditions researcher Lewis Emery.

English: LRD Press Release;

<http://1.lrd.org.uk/ukassets/images/334/PayroundanalysisfromWorkplaceReport.pdf>

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